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This monthly newsletter is the recreation professional's guide to diversity, equity and inclusion. Each month we will highlight one theme or idea related to equity, share important dates, vocabulary, resources and ideas you can implement in your community! What we do matters to all!

We are back! We hope that you all had an AMAZING summer season! Fall is a great time to reset and look to the future. If each of us can make one small change towards equity and inclusion we can make a HUGE difference in the state!

November is Native American Heritage Month

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise a general awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

The first American Indian Day was celebrated in May 1916 in New York. The event culminated an effort by Red Fox James, a member of the Blackfeet Nation who rode across the nation on horseback seeking approval from 24 state governments to have a day to honor American Indians. In 1990, more than seven decades later, President George H.W. Bush signed a joint congressional resolution designating the month of November National American Indian Heritage Month, now known as Native American Heritage Month. Similar proclamations have been issued every year since 1994 to recognize American Indian and Alaska Native Heritage Month.

Land Acknowledgment:

A Land Acknowledgment is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories. Are you interested in creating a land acknowledgment for your community? The Native Governance Center has put together a helpful guide to get you started:

<https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/>

Whose Land am I on?

Native Land Digital is a Canadian Non-Profit that is mapping indigenous lands world-wide in a way that goes beyond colonial ways of thinking in order to better represent Indigenous people and history. Check out their interactive map to learn more:

<https://native-land.ca/>



Incorporate Indigenous Culture into your Programming:

Checkout these helpful resources for programming:

<https://www.aianta.org/recreation-gov-experience-native-american-culture-across-the-u-s/>

https://www.ducksters.com/history/native_americans/entertainment.php

<https://prod.wp.cdn.aws.wfu.edu/sites/88/2012/04/Fun-and-Games-Teachers-Guide.pdf>

December 3 – International Day for People with Disabilities

Vocab You Should Know:

Ableism - The practices or dominant attitudes by a society that devalue or limit the potential for people with disabilities. The act of giving inferior value or worth to people who have different types of disabilities (physical, emotional, developmental or psychiatric)

ADA - The ADA is an American civil rights law that prohibits discrimination against people with disabilities.

Michael Labrosse: “an umpire successfully working a game in a wheelchair. What a concept.”

Written by: Michael Labrosse

Can a kid inherit an umpire gene? My dad officiated baseball, football and basketball for the NCAA for over 40 years. As the young son of the chief umpire for the College World Series in Omaha during the 50's and 60's, I got to sit in the dugouts with some amazing (eventually MLB) baseball players; and watch my dad get booed and yelled at by thousands of fans. We moved back to Minnesota where he promptly organized the MN Umpires Association. Here, he mentored me so I could umpire in college. Over the years I had already learned the number one job of an umpire: to protect the integrity of the game. That principled leadership lesson would eventually influence my professional careers in business ethics and psychotherapy.



Our two daughters, Marinda and Alicia and I spent many years as soccer referees and referee mentors, a passion I continued to pursue until sidelined by paraplegia nearly six years ago. Because refereeing a soccer game in a wheelchair seemed clearly impractical, umpiring softball made good sense to me even in my mid 70s. For several years my applications to umpire were ignored or rejected. I kept reminding myself that no one becomes someone... without someone, so I turned to my very dear friend Terry

Larkin, himself a physically challenged nearly 80-year-old umpire, who connected me to Jim Lombardi, the St. Louis Park Rec Supervisor. Thankfully, Jim and Terry had the vision and courage to imagine an umpire successfully working a game in a wheelchair. What a concept.

Once the players could see that I knew what I was doing out there, they didn't see the wheelchair. There are few things as fulfilling as being on the field of play on a warm summer evening under the lights, with men and women enjoying each other and the game, as they struggle mightily to hit or catch a ball just for the love of it.

If you are physically challenged and yet can clearly imagine yourself officiating or mentoring any kind of athletic activity, I encourage you to find someone involved in that sport- a coach, player, manager, or official; and share your vision with them. Your experience and personality are totally unique. Any game you choose to officiate will be better because you became part of the action. It's critically important for young people to witness disabled men and women officiating and mentoring in every sport.

In 2002 the National Federation of State High School Associations instituted a rule change that now permits umpires and coaches to use wheelchairs, crutches and other mobility aids. The Wounded Warrior Umpire Academy trains veterans that have worked at the highest level of professional baseball. We are living in a rare time when rules and traditions are evolving rapidly. This may be your time to wheel onto the field and change your life like it has mine. I'm reminded of an old proverb my dad once shared with me: They say old umpires never die... they just round the bases, and quietly steal home.

Movie Night Highlight:

<https://www.youtube.com/watch?v=XRrls22plz0>

A groundbreaking summer camp galvanizes a group of teens with disabilities to help build a movement, forging a new path toward greater equality.

Dates to Remember:

November

- Diabetes Awareness Month
- Movember (awareness of men's health issues, such as prostate cancer)
- National Native American, American Indian, and Alaskan Native Heritage Month
- November 1 – All Saints' Day (Roman Catholic)
- November 2 – National Stress Awareness Day
- November 9 – World Freedom Day
- November 9 – World Adoption Day
- November 11 – Veterans Day
- November 13 – World Kindness Day
- November 16 – National Day for Tolerance
- November 19 – International Men's Day
- November 20 – Transgender Day of Remembrance
- November 20 – Universal Children's Day (Human Rights, U.N.)
- November 24 – Thanksgiving
- November 26 – Day of the Covenant (Baha'i)
- November 28 – Ascension of Abdu'l-Baha (Baha'i)

December

- HIV/AIDS Awareness Month
- Universal Human Rights Month
- December 1 – World AIDS Day
- December 3 – International Day for People with Disabilities
- December 5 – International Volunteer Day
- December 9 – Genocide Prevention Day
- December 10 – International Human Rights Day
- December 18 – Hanukkah begins at sunset (Jewish)
- December 21 – Yule Winter Solstice (Pagan)
- December 25 – Christmas (Christian)
- December 26 – Kwanzaa begins
- December 26 – Boxing Day (Great Britain and Commonwealth countries)
- December 31 – New Year's Eve